

			Mentors gender		All Fellows
			Male	Female	
<b>1a-Receive NIH guidelines Training &amp; Mentoring?</b>					
<b>Upon arrival</b>	<b>Number of fellows</b>		111	35	146
	<b>Column Percent</b>		25.80	33.12	27.23
<b>During your fellowship</b>	<b>Number of fellows</b>		73	12	85
	<b>Column Percent</b>		16.17	11.60	15.28
<b>No</b>	<b>Number of fellows</b>		96	19	115
	<b>Column Percent</b>		27.46	23.20	26.63
<b>Don't Remember</b>	<b>Number of fellows</b>		118	26	144
	<b>Column Percent</b>		30.57	32.09	30.87
<b>Total</b>	<b>Number of fellows</b>		398	92	490
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>1b-Receive NIH guidelines Conduct of Research?</b>					
<b>Upon arrival</b>	<b>Number of fellows</b>		117	36	153
	<b>Column Percent</b>		28.01	38.35	30.00
<b>During your fellowship</b>	<b>Number of fellows</b>		98	21	119
	<b>Column Percent</b>		22.60	24.28	22.93
<b>No</b>	<b>Number of fellows</b>		83	13	96
	<b>Column Percent</b>		24.86	14.95	22.95
<b>Don't Remember</b>	<b>Number of fellows</b>		91	17	108
	<b>Column Percent</b>		24.53	22.42	24.12
<b>Total</b>	<b>Number of fellows</b>		389	87	476
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
2-Who provides scientific mentoring?					
My supervisor	Number of fellows		301	68	369
	Column Percent		76.66	79.34	77.17
Someone else designated as my mentor	Number of fellows		11	3	14
	Column Percent		2.51	2.80	2.57
Both	Number of fellows		57	10	67
	Column Percent		14.18	8.07	13.01
Other	Number of fellows		5	4	9
	Column Percent		1.38	4.01	1.88
No one	Number of fellows		20	5	25
	Column Percent		5.27	5.77	5.36
Total	Number of fellows		394	90	484
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>3-Who provides career guidance mentoring?</b>					
<b>My supervisor</b>	<b>Number of fellows</b>		230	50	280
	<b>Column Percent</b>		58.06	53.00	57.09
<b>Someone else designated as my mentor</b>	<b>Number of fellows</b>		12	3	15
	<b>Column Percent</b>		2.98	2.60	2.91
<b>Both</b>	<b>Number of fellows</b>		36	6	42
	<b>Column Percent</b>		8.45	6.92	8.15
<b>Other</b>	<b>Number of fellows</b>		23	9	32
	<b>Column Percent</b>		5.62	11.54	6.75
<b>No one</b>	<b>Number of fellows</b>		91	22	113
	<b>Column Percent</b>		24.89	25.94	25.09
<b>Total</b>	<b>Number of fellows</b>		392	90	482
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
4-Characterize scientific direction from supervisor					
Too much	Number of fellows		25	8	33
	Column Percent		6.17	10.62	7.03
Too little	Number of fellows		71	20	91
	Column Percent		17.73	22.67	18.69
Just right	Number of fellows		302	64	366
	Column Percent		76.10	66.70	74.28
Total	Number of fellows		398	92	490
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>5-How would you have answered 2 yrs ago?</b>					
<b>Not here 2 yrs ago</b>	<b>Number of fellows</b>		168	40	208
	<b>Column Percent</b>		40.51	41.15	40.64
<b>Too much</b>	<b>Number of fellows</b>		19	4	23
	<b>Column Percent</b>		4.77	5.22	4.86
<b>Too little</b>	<b>Number of fellows</b>		68	17	85
	<b>Column Percent</b>		16.52	19.36	17.08
<b>Just right</b>	<b>Number of fellows</b>		142	32	174
	<b>Column Percent</b>		38.19	34.27	37.42
<b>Total</b>	<b>Number of fellows</b>		397	93	490
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>6-Ever discussed w/ supervisor scientific direction you want?</b>					
<b>Yes</b>	Number of fellows		250	62	312
	Column Percent		60.13	63.97	60.89
<b>No</b>	Number of fellows		148	31	179
	Column Percent		39.87	36.03	39.11
<b>Total</b>	Number of fellows		398	93	491
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
7-Satisfied w/ amount of independence in research?					
Too much	Number of fellows		33	6	39
	Column Percent		7.57	6.03	7.27
Too little	Number of fellows		43	13	56
	Column Percent		9.08	17.58	10.77
Just right	Number of fellows		319	74	393
	Column Percent		83.35	76.39	81.97
Total	Number of fellows		395	93	488
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
8-Scientific direction a source of tesion w/ supervisor?					
Never	Number of fellows		195	36	231
	Column Percent		49.75	33.57	46.52
Occasionally	Number of fellows		142	42	184
	Column Percent		37.07	50.37	39.72
Often	Number of fellows		36	11	47
	Column Percent		9.46	12.54	10.07
Very often	Number of fellows		15	3	18
	Column Percent		3.73	3.52	3.69
Total	Number of fellows		388	92	480
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
9-When supervisor critically evaluates work, how useful?					
Very useful	Number of fellows		211	47	258
	Column Percent		51.59	46.33	50.55
Somewhat useful	Number of fellows		146	33	179
	Column Percent		38.71	37.65	38.50
Not useful	Number of fellows		17	5	22
	Column Percent		3.81	7.79	4.60
Never critically evaluates my work	Number of fellows		21	8	29
	Column Percent		5.89	8.22	6.35
Total	Number of fellows		395	93	488
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>10-When work going well, how useful supervisor's feedback?</b>					
<b>Very useful</b>	<b>Number of fellows</b>		221	46	267
	<b>Column Percent</b>		54.06	41.71	51.61
<b>Somewhat useful</b>	<b>Number of fellows</b>		147	40	187
	<b>Column Percent</b>		40.43	52.33	42.79
<b>Not useful</b>	<b>Number of fellows</b>		20	4	24
	<b>Column Percent</b>		4.23	2.93	3.97
<b>Never gives feedback</b>	<b>Number of fellows</b>		7	3	10
	<b>Column Percent</b>		1.28	3.02	1.63
<b>Total</b>	<b>Number of fellows</b>		395	93	488
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>11-When work stalled, how useful is supervisor's feedback?</b>					
<b>Very useful</b>	<b>Number of fellows</b>		177	37	214
	<b>Column Percent</b>		42.49	35.42	41.08
<b>Somewhat useful</b>	<b>Number of fellows</b>		145	32	177
	<b>Column Percent</b>		38.90	37.88	38.70
<b>Not useful</b>	<b>Number of fellows</b>		46	16	62
	<b>Column Percent</b>		11.94	20.42	13.62
<b>Never gives feedback</b>	<b>Number of fellows</b>		7	2	9
	<b>Column Percent</b>		1.48	1.15	1.41
<b>My work has never been stalled</b>	<b>Number of fellows</b>		19	6	25
	<b>Column Percent</b>		5.20	5.14	5.19
<b>Total</b>	<b>Number of fellows</b>		394	93	487
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>12-How frequent official performance eval from supervisor?</b>					
<b>More than once per yr</b>	<b>Number of fellows</b>		67	12	79
	<b>Column Percent</b>		17.03	11.79	15.99
<b>Once per yr</b>	<b>Number of fellows</b>		137	25	162
	<b>Column Percent</b>		30.20	22.81	28.73
<b>Less than once per yr</b>	<b>Number of fellows</b>		26	8	34
	<b>Column Percent</b>		7.06	9.61	7.56
<b>Never</b>	<b>Number of fellows</b>		161	47	208
	<b>Column Percent</b>		45.72	55.79	47.72
<b>Total</b>	<b>Number of fellows</b>		391	92	483
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>13-Rate supervisor's availability</b>					
<b>Always available</b>	<b>Number of fellows</b>		187	39	226
	<b>Column Percent</b>		47.60	45.03	47.09
<b>Mostly available</b>	<b>Number of fellows</b>		150	41	191
	<b>Column Percent</b>		36.68	42.16	37.76
<b>Occasionally available</b>	<b>Number of fellows</b>		56	12	68
	<b>Column Percent</b>		14.95	11.66	14.30
<b>Not available</b>	<b>Number of fellows</b>		3	1	4
	<b>Column Percent</b>		0.78	1.16	0.85
<b>Total</b>	<b>Number of fellows</b>		396	93	489
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>14-How often meet w/ supervisor on individual basis?</b>					
<b>Daily</b>	Number of fellows		116	21	137
	Column Percent		26.80	23.48	26.14
<b>Weekly</b>	Number of fellows		177	47	224
	Column Percent		44.94	53.15	46.56
<b>Monthly</b>	Number of fellows		60	13	73
	Column Percent		16.82	11.49	15.77
<b>Less than once per month</b>	Number of fellows		37	9	46
	Column Percent		10.12	7.28	9.56
<b>Never</b>	Number of fellows		7	3	10
	Column Percent		1.33	4.60	1.98
<b>Total</b>	Number of fellows		397	93	490
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
15-Is frequency of meetings sufficient for your needs?					
Yes	Number of fellows		350	76	426
	Column Percent		89.26	85.01	88.42
No	Number of fellows		46	17	63
	Column Percent		10.74	14.99	11.58
Total	Number of fellows		396	93	489
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>16-How many other postdoctoral fellows work w/ supervisor?</b>					
<b>0</b>	Number of fellows		28	13	41
	Column Percent		5.76	14.69	7.54
<b>1</b>	Number of fellows		75	18	93
	Column Percent		15.94	14.01	15.55
<b>2</b>	Number of fellows		61	17	78
	Column Percent		16.79	20.47	17.53
<b>3</b>	Number of fellows		54	17	71
	Column Percent		13.50	16.15	14.03
<b>4 or more</b>	Number of fellows		175	28	203
	Column Percent		48.01	34.69	45.35
<b>Total</b>	Number of fellows		393	93	486
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>17-In publications/presentations, receive recognition for work?</b>					
<b>Yes</b>	<b>Number of fellows</b>		286	72	358
	<b>Column Percent</b>		72.30	75.33	72.90
<b>Most of the time</b>	<b>Number of fellows</b>		80	16	96
	<b>Column Percent</b>		21.70	20.19	21.40
<b>Seldom</b>	<b>Number of fellows</b>		20	3	23
	<b>Column Percent</b>		5.05	3.30	4.71
<b>Never</b>	<b>Number of fellows</b>		4	1	5
	<b>Column Percent</b>		0.94	1.18	0.99
<b>Total</b>	<b>Number of fellows</b>		390	92	482
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>18-W/in lab/branch, receive appropriate recognition for work?</b>					
<b>Yes</b>	<b>Number of fellows</b>		259	63	322
	<b>Column Percent</b>		65.71	65.90	65.74
<b>Most of the time</b>	<b>Number of fellows</b>		106	18	124
	<b>Column Percent</b>		27.19	21.74	26.13
<b>Seldom</b>	<b>Number of fellows</b>		26	9	35
	<b>Column Percent</b>		6.14	11.05	7.10
<b>Never</b>	<b>Number of fellows</b>		5	2	7
	<b>Column Percent</b>		0.96	1.32	1.03
<b>Total</b>	<b>Number of fellows</b>		396	92	488
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
19-Supervisor encourage you to present work at meetings?					
Yes	Number of fellows		343	82	425
	Column Percent		85.05	90.82	86.18
No	Number of fellows		54	9	63
	Column Percent		14.95	9.18	13.82
Total	Number of fellows		397	91	488
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
20-Supervisor promote discuss w/ scientists outside lab/branch?					
Yes	Number of fellows		299	67	366
	Column Percent		75.06	74.69	74.99
No	Number of fellows		97	22	119
	Column Percent		24.94	25.31	25.01
Total	Number of fellows		396	89	485
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>21-How many seminars attend per month?</b>					
<b>0</b>	Number of fellows		10	3	13
	Column Percent		2.67	3.01	2.74
<b>1-5</b>	Number of fellows		306	63	369
	Column Percent		73.10	64.25	71.35
<b>6-10</b>	Number of fellows		74	21	95
	Column Percent		21.69	24.32	22.21
<b>&gt;10</b>	Number of fellows		8	6	14
	Column Percent		2.54	8.42	3.69
<b>Total</b>	Number of fellows		398	93	491
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>22-You &amp; supervisor discussed taking courses?</b>					
<b>Yes</b>	<b>Number of fellows</b>		209	55	264
	<b>Column Percent</b>		50.91	61.34	52.92
<b>No</b>	<b>Number of fellows</b>		187	36	223
	<b>Column Percent</b>		49.09	38.66	47.08
<b>Total</b>	<b>Number of fellows</b>		396	91	487
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
23a-You & supervisor discussed training goals?					
Yes	Number of fellows		251	55	306
	Column Percent		60.09	58.31	59.74
No	Number of fellows		146	37	183
	Column Percent		39.91	41.69	40.26
Total	Number of fellows		397	92	489
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
23b-You & supervisor discussed career goals?					
Yes	Number of fellows		244	61	305
	Column Percent		59.05	63.14	59.86
No	Number of fellows		155	32	187
	Column Percent		40.95	36.86	40.14
Total	Number of fellows		399	93	492
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>24-Your training goals for fellowship being met?</b>					
<b>Fully met</b>	<b>Number of fellows</b>		103	13	116
	<b>Column Percent</b>		25.51	11.91	22.82
<b>Mostly met</b>	<b>Number of fellows</b>		183	49	232
	<b>Column Percent</b>		46.93	55.36	48.60
<b>Partially met</b>	<b>Number of fellows</b>		91	29	120
	<b>Column Percent</b>		23.49	31.16	25.01
<b>Not met at all</b>	<b>Number of fellows</b>		17	2	19
	<b>Column Percent</b>		4.07	1.57	3.57
<b>Total</b>	<b>Number of fellows</b>		394	93	487
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>25-Your career goals for fellowship being met?</b>					
<b>Fully met</b>	<b>Number of fellows</b>		78	12	90
	<b>Column Percent</b>		19.10	11.99	17.68
<b>Mostly met</b>	<b>Number of fellows</b>		172	35	207
	<b>Column Percent</b>		45.11	33.45	42.79
<b>Partially met</b>	<b>Number of fellows</b>		108	36	144
	<b>Column Percent</b>		27.70	42.52	30.65
<b>Not met at all</b>	<b>Number of fellows</b>		33	10	43
	<b>Column Percent</b>		8.09	12.03	8.88
<b>Total</b>	<b>Number of fellows</b>		391	93	484
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>26-Your supervisor's goals for research project being met?</b>					
<b>Fully met</b>	<b>Number of fellows</b>		102	14	116
	<b>Column Percent</b>		24.22	14.71	22.32
<b>Mostly met</b>	<b>Number of fellows</b>		189	54	243
	<b>Column Percent</b>		47.80	55.75	49.38
<b>Partially met</b>	<b>Number of fellows</b>		53	10	63
	<b>Column Percent</b>		14.67	12.07	14.15
<b>Not met at all</b>	<b>Number of fellows</b>		3	1	4
	<b>Column Percent</b>		0.57	0.42	0.54
<b>Don't know</b>	<b>Number of fellows</b>		27	11	38
	<b>Column Percent</b>		6.18	12.90	7.52
<b>Never discussed</b>	<b>Number of fellows</b>		19	3	22
	<b>Column Percent</b>		6.57	4.15	6.09
<b>Total</b>	<b>Number of fellows</b>		393	93	486
	<b>Column Percent</b>		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
<b>27-Rate quality of mentoring you receive</b>					
<b>Excellent</b>	Number of fellows		168	26	194
	Column Percent		39.95	22.61	36.52
<b>Good</b>	Number of fellows		116	40	156
	Column Percent		32.61	47.64	35.58
<b>Satisfactory</b>	Number of fellows		66	17	83
	Column Percent		16.07	15.72	16.00
<b>Poor</b>	Number of fellows		45	10	55
	Column Percent		11.38	14.04	11.91
<b>Total</b>	Number of fellows		395	93	488
	Column Percent		100.00	100.00	100.00

			Mentors gender		All Fellows
			Male	Female	
28-Over course of fellowship, has quality of mentoring changed?					
Improved	Number of fellows		135	24	159
	Column Percent		33.98	25.99	32.41
Stayed the same	Number of fellows		237	61	298
	Column Percent		60.05	67.46	61.51
Worsened	Number of fellows		25	7	32
	Column Percent		5.98	6.55	6.09
Total	Number of fellows		397	92	489
	Column Percent		100.00	100.00	100.00